



NAVY CHAPLAIN CORPS

2016 Military Chaplain Endorser Conference
Commander Judy Malana, CHC, USN

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Agenda



- **Community Management**
- **Professional Naval Chaplaincy**
- **Chaplain Corps Demographics**

Community Management



- Officer Program Authorizations
- Recruiting
- Accessions / CARE Advisory Group
- Community Values
- Promotion Plan

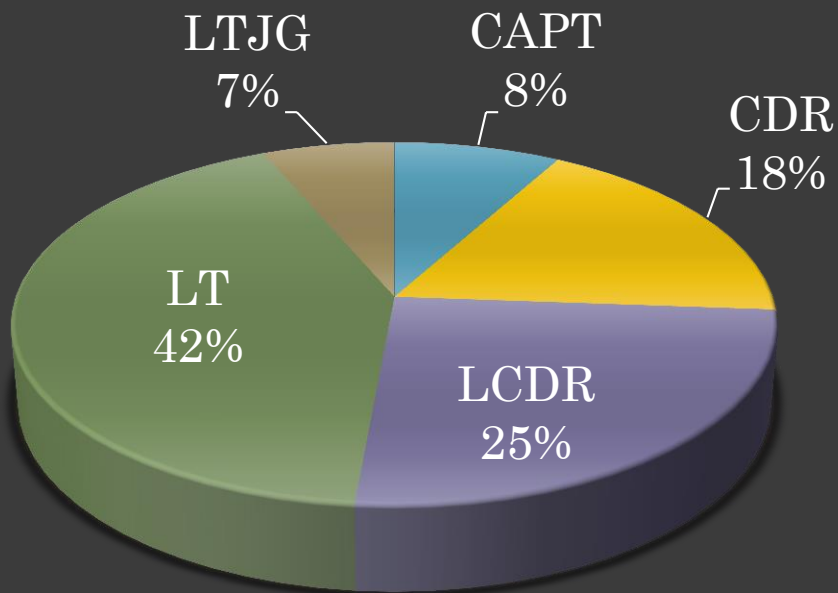


FY-16

Officer Program Authorizations

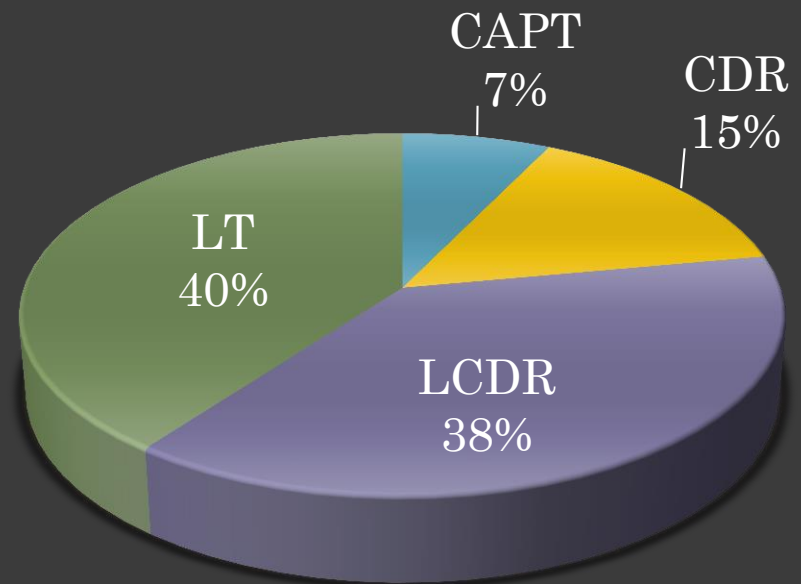
Active Component: 840

(Includes 2 Flag Officers)



Reserve Component: 250

(Includes 1 Flag Officer)



FY-15

Chaplain Recruiting



Program	Goal	Accessed	% of Goal Attained
Direct Accession	48	48	100%
Reserve Recall	14	14	100%
Direct Reserve	15	15	100%
Chaplain Candidate	40	36	90%

Accessions

Chaplain Appointment and Retention Eligibility (CARE) Advisory Group



- Reviews packages for accessions, re-certifications (change of ecclesiastical endorsement and career status), and career transitions
- Meets monthly
- Comprised of at least 5 voting members (minimum of 2 CAPTs)
- Interviews applicants (direct accession / supersede) and makes recommendations

Program Authorization 110

Chaplain Appointment (Active or Reserve)

- **Graduate Education Requirement (added)**
...A qualifying degree program shall require no fewer than 72 semester hours (108 quarter hours) of graduate-level work with 2/3rds of those course hours completed in residence...

Pending Change for FY-16

- **Professional (Work) Experience:**
Minimum of two years of full-time RMP leadership experience following the completion of graduate level education requirements.

Program Authorization 219

Chaplain Candidate Program Officer

- Undergraduate cumulative GPA of at least a 3.0 on a 4.0 scale.
- Graduate Education Requirement
 - ...Currently enrolled in a graduate-level degree-granting religious studies program of qualifying educational institutions that requires at least 2/3rds of course hours completed in residence...*
- The educational progress of CCPOs will be monitored by the CCPO Program Manager (PM). Participants must maintain a cumulative GPA of at least 3.0 on a 4.0 scale.
- A minimum of one OJT, assigned by PM, is required for direct appointment as a Navy chaplain (Active or Reserve).

FY-17

Chaplain Promotion Plan

Active Component

Pay Grade	Promotion Opportunity	In Zone	Selects
0-6	50%	24	12
0-5	70%	43	30
0-4	70%	50	35

Reserve Component

Pay Grade	Promotion Opportunity	In Zone	Selects
0-6	50%	6	3
0-5	73%	11	8
0-4	91%	22	20



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Professional Naval Chaplaincy



- Career Status Board
- Milestone Billets
- Advanced Education Program
- Community Values



Career Status Board

- Navy Chaplain Corps Officer Career Status / MILPERSMAN 1331-040
- Chaplain Detailers (PERS-4414) personally informs chaplains who will appear before the career status board.
- Chaplain's Responsibility:
 - Obtain a signed DD 2088 for indefinite status from endorsing agent
 - Letter of recommendation from Commanding Officer concerning potential for continued service.
 - Letter of recommendation from the first Navy chaplain, rank of captain, in the chaplain's chain of command.
- FY-17 Career Status Board Date: TBD (Fall 2016)

CDR Milestone Billets

27 + Various Combatant Commands & Joint Staff



COCOMs / CJCS: Various



**Chief of Chaplains : 1
Bureau of Naval Pers: 1**



**Fleet Forces: 3
Pacific Fleet: 1**



Aircraft Carriers: 11



**Marine Forces Command: 2
Marine Forces Pacific: 3**



Naval Installations: 3



**Naval Chaplaincy
School & Center: 1**



Coast Guard: 1

CAPT Milestone Billets

18 + Various Combatant Commands & Joint Staff



COCOMs / CJCS: Various



**Chief of Chaplains: 1
Chief of Naval Personnel : 1**



**Fleet Forces: 3
Pacific Fleet: 3**



**HQ Marine Corps: 1
Marine Forces Command: 2
Marine Forces Pacific: 3**



**Naval Chaplaincy
School & Center: 1**



Naval Installations: 1



Coast Guard: 1



Navy Medicine: 1

FY-17

CHC Advanced Education Programs

Civilian Institutions

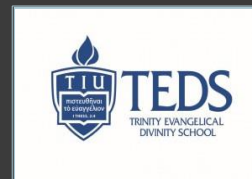
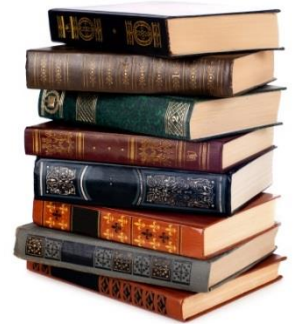
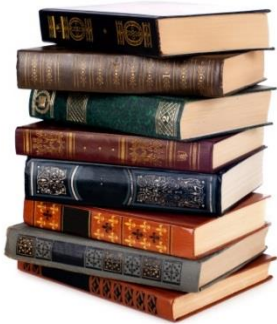
Master's Degree and Subspecialty Coded Awarded:

1430 P: Religion in Culture = 1 quota

1440 P: Pastoral Counseling = 1 quota

1450 P: Ethics = 1 quota

Follow on tour in a P-coded billet



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CHC Advanced Education Programs

Civilian Institutions Follow-On Tours in P-Coded Billets



Religion in Culture 1430 P

- CVNs
- COMLOG WESTPAC
- CCSG 12
- USNA
- RTC GREAT LAKES
- NCSC
- NAVBASE SAN DIEGO
- CFA YOKOSUKA
- NSA NAPLES

Pastoral Counseling 1440 P

- CVNs
- LHDs
- LPD
- ASs
- NSSCs
- COMSUBPAC
- USNA
- RTC GREAT LAKES
- TSC GREAT LAKES
- NAVSUBSCOL GROTON
- SUBASE N LONDON
- CID UNIT CORRYST
- NOS CHASN BOS
- NCSC
- MCRDs
- CREDOs
- HQNDW
- CNR HAWAII
- NAVBASE CORONADO
- JEB-LCRK-STORY
- NAVBASE KITSAP



Ethics 1450 P

- USNA
- MMA KINGSPT REIM
- JFSC NORVA
- USCG ACDNL REIM
- CG TCs
- MCRDs
- MCB Quantico
- TBS TRNG COM
- CVNs
- NLEC
- TSC GREAT LAKES
- NATTC PENSACOLA
- NCSC
- CBIRF
- NSA MONTEREY

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CHC Advanced Education Programs Military Service Colleges and Schools

Master's Degree and Joint Professional Military Education (JPME)
Subspecialty Code Awarded: 2000 P National Security Studies
Additional Qualification Designation Awarded:
JS7 or JS8 JPME Graduate



Naval War College:

Senior Course: 1 quota; Intermediate Course: 3 quotas



Marine Corps University:

Command and Staff (Intermediate) 1 quota

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CHC Advanced Education Programs

Pastoral Care Residency

12 months - 4 units of Clinical Pastoral Education
Subspecialty Coded Awarded: 1440 N Pastoral Counseling

Follow on tour with Naval Medicine

Naval Medical Center, San Diego: 4 quotas

Naval Medical Center, Portsmouth: 4 quotas



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Community Values



Prior to Lieutenant Commander (LCDR)

- One operational tour
- Tours in diverse operational and shore environments



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Community Values



Prior to Commander (CDR)

- Two operational tours: (1) USN and (1) USMC
 - Cumulative (O2-O4)
- Challenging shore tour
 - Installation, MPTE, Hospital, OPNAV/HQMC
 - Overseas tour



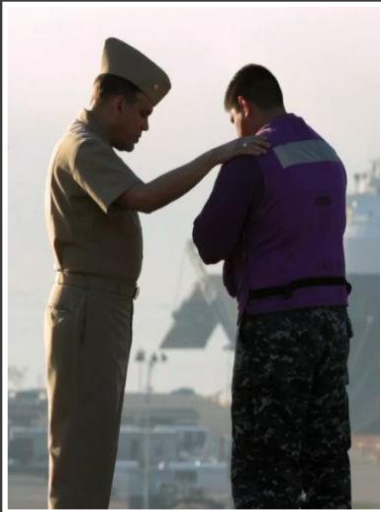
Community Values



Prior to Captain (CAPT)

One or more of the following:

- Joint Task Force or leadership in Joint Ministry arena
- O-5 USN/USMC supervisory operational or fleet tour
- Echelon One Staff
- Surface Force Ministry Centers/Regional Support Organization supervision
- MPTE management billet
- Advanced professional certification/education as Master's program or JPME
- Successful completion of CDR Milestone and assigned AQD



Demographics

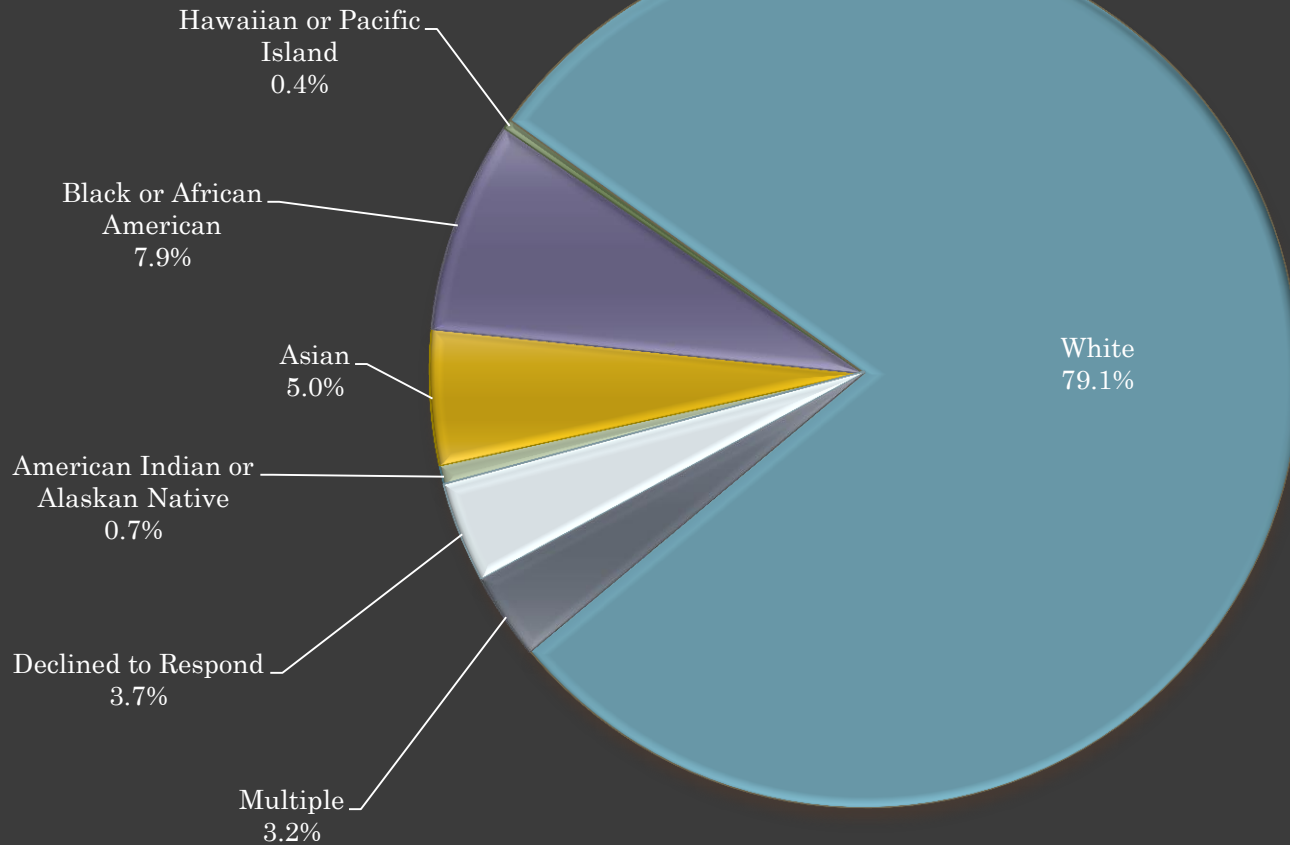
- Race
- Gender
- Heritage Groups



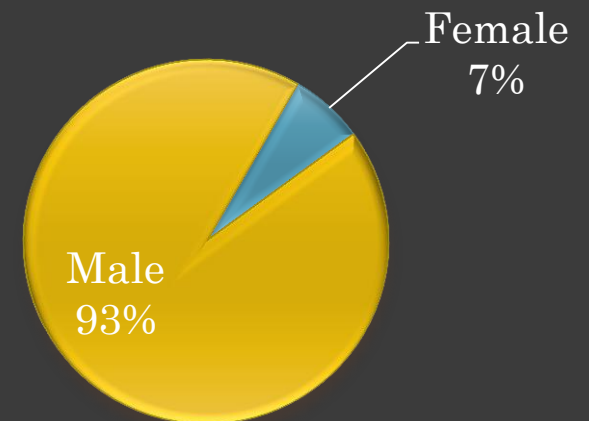
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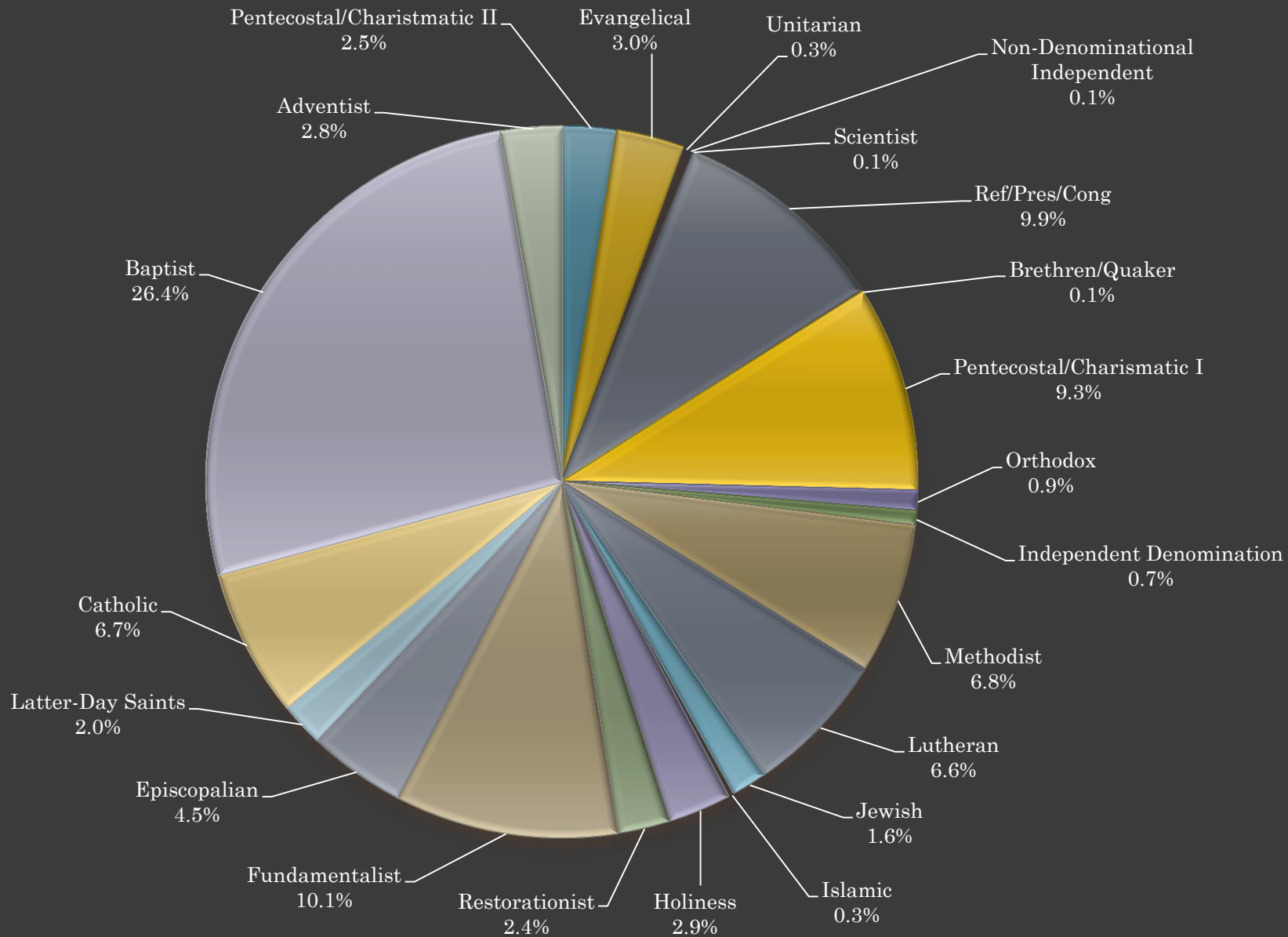
Race



Gender

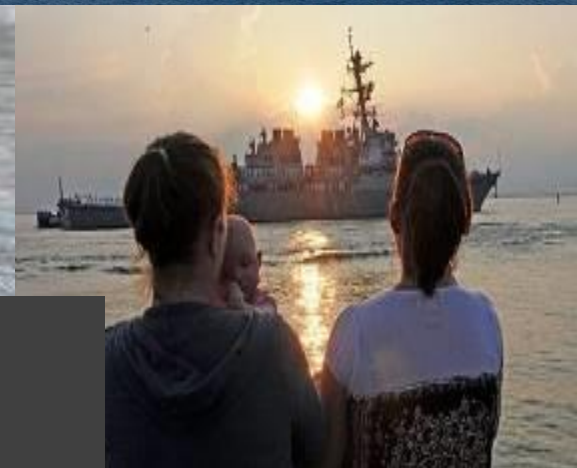


Heritage Groups





Thank You



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GO NAVY, BEAT ARMY!



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